

Letter From the President:

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Upcoming Events:

February Meeting
2/13/09
Legislative Breakfast
Pontiac Convention
Center

HR Seminar
2/5/09
BHRA Annual Seminar

Dear BHRA Members:

With the New Year comes new laws and regulations. Lucky for you, we have a wonderful seminar planned for Thursday, February 5 at the Pontiac Convention Center, and there is still time to sign up! This seminar covers a variety of hot topics and recent legal updates, including the new ADA and FMLA regulations. It also comes at quite a value to accommodate all of our tight training budgets. Please see page 6 of this newsletter or go to our website for details and to get registered. Sign up today!

I also hope to see many of you at our annual Breakfast with the Legislators on Friday, February 13. As HR Professionals we can really make a difference and this is our opportunity to not only learn about what is being discussed by our Legislators, but also gives us a chance to have our voices and opinions be heard.

For those of you that like to plan ahead, please jot down the dates of all of our upcoming events through May. All of these dates and topics have been confirmed and updated on our website under the "Events" tab.

Need a small distraction from winter? Take a few minutes to fill out our biannual Wage Survey. Several area companies in addition to all BHRA member companies have been contacted regarding this survey. Reminder that our data is only as good as the information provided, so it is important to take the time to fill out the survey. Any company that participates will receive a free copy of the results.

Finally, the Board is already making plans for our next programming year. We will be looking for new individuals to join our Board and ideas for programming or other events. If you are interested in learning more about what the Board is all about, please contact Colleen Koerth. We will be accepting formal letters of intent to run for the Board in March. Also, if you have any general ideas or suggestions for ways to continuously improve our organization and its offerings; please speak with any member of the Board.

I hope to see each of you at our Seminar and Legislative Breakfast!

Melissa Benson, SPHR
President

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2008/2009 BHRA Board Members:

President & UW Whitewater
Liaison/Director, Melissa Benson, SPHR:
(608) 373-2389
Melissa.benson@bourns.com

President-Elect & Programming
& Legislative Director,
Elaine Schultz, PHR:
(608) 755-2497
Elaine.schultz@micorp.com

Vice-President & Secretary &
Communications Director,
Nicole Larson-Bushey, PHR:
(608) 754-2710
Nicolelarson@freedomplastics.com

Past President, & Foundation
Director,
Lori Rhead, SPHR:
(608) 363-2630
rheadl@beloit.edu

Treasurer,
Wendy Cuevas
(608) 314-1151
wcuevas@bhccu.org

Meeting Arrangements Director,
Pati Shea, SPHR:
(608)934-1142
pati.shea@grande.com

Membership Director,
Christine Moss,
(608)756-6518
cmoss@mhsjvl.org

February 2009 Programming

Join Us for the February Breakfast Meeting

WHEN: Friday, February 13th, 7:30am Sign-in, Breakfast and Presentation at 8:00am

WHERE: Pontiac Convention Center

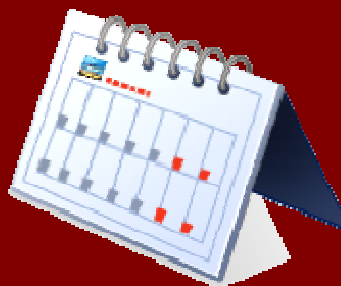
TOPIC: Legislative Breakfast

PROGRAM OVERVIEW:

Join us for our annual Legislative Breakfast meeting! Proven to be our highest attended event, don't miss the opportunity to ask those burning questions to our local legislators. In attendance will be Kim Hixon, Chuck Benedict and Judy Robson.

BHRA Seminar February 5, 2009

Don't miss the BHRA Seminar on February 5th at the Pontiac Convention center! Please visit our website www.bhraonline.org and click on Events to register and learn more about this event. (Refer to page 6 of the newsletter)



Board Members cont.

Member Relations & Diversity
Director,
Colleen Koerth:
(608) 743-4421
ckoerth@blackhawk.edu

Special Events Director,
Cynthia Harrington:
(608) 754-8148
cindy.harrington@na.manpower.com

Professional Development
Director,
Marsha Bingham:
(608) 361-4512
Marsha.bingham@staples.com

Workforce Readiness Co-
Director
Shannon Moe:
(608) 741-3567
S.moe@jobcenter.org

 **Reminder**

Pick up your Free Rock County Resource Guide!

BHRA is proud to announce that the Rock County Resource Guides have been completed and are now ready for distribution. These guides were created through a partnership by BHRA and the Rock County Job Center/ SWWDB.

This EAP type guide contains information about agencies and organizations that can assist those who are laid-off with searching for jobs, training, health care, and financial counseling. These guides also offer general assistance information for any Rock County individual. BHRA has purchased and will be providing each member company with a copy of this excellent resource! Member companies can obtain this guide at any BHRA meeting or event or can contact Marsha Bingham or Melissa Benson to arrange pickup for their company through February 27. After February 27 these guides will need to be picked up at the Rock County Job Center.



**Diversity
Article**

Definition of Diversity

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.



Source: <http://gladstone.uoregon.edu/~asuomca/diversityinit/definition.html>

February 5, 2009

2009 Blackhawk Human Resource Seminar

8:00am—8:30am Registration & Continental Breakfast

Keynote Morning Workshop 8:30—9:45am “Y Go Green—Preparing for New World of Work” Diane Amundsen, Owner, Diane Amundson & Associates. In this workshop you will have fun getting to know how the beliefs, values and attitudes of Gen Y will change the way we work. Diane has over 12 years of training and consulting experience in areas team building, communications, conflict resolution, strategic planning and effective meeting strategies.

Morning Breakout Workshop A 10:00—11:30am “ADA & FMLA” Robert J. Simandl, Attorney, Gain understanding of the new requirements for tracking and administrating leave. Steps for verifying leave and eliminating waste and abuse. Bob has over 20 years experience advising clients on a wide range of employee benefit, labor and employment law issues.

Morning Breakout Workshop B 10:00—11:30am “Your Workforce Development Board” Robert T. Borremans, Ed.D., Exec. Dir. Of Southwest WI Workforce Dev. Board, SWWDB is a regional entity coordinating workforce development activities for adults, dislocated workers and youth in the six county area which includes Green Iowa, Lafayette, Richland and Rock Counties. Learn more about workforce services in Rock County, efforts to serve dislocated workers and activities in progress to respond to the changing labor force needs in the area. Dr. Borremans became the exec. Director of SWWDB in July 2003.

11:30am—12:00pm Lunch

Keynote Lunch Presentation 12:00—1:30pm “The Hero’s Journey: Legendary Leadership and Employee Engagement” Jeffrey W. Mangrum, President SST Communications Inc. Are you recruiting mercenaries into your organization of heroes? Granted, there is a place for mercenaries and some of them are very good at what they do; but ask yourself, is it the hero rather than the mercenary who resonates with your mission, vision and values? Isn’t it the hero who drives the value of your organization? Chicago playwright, Jeff Mangrum, has had five full-length plays produced; his most, Wendall Greene was produced by the world renowned Steppenwolf Theatre Company and nominated for Best New Play by the American Theatre Critics Association. He founded SST Communications in May 1987. His idea was to develop highly informative professional development programs and deliver them in an innovative and entertaining format.

Afternoon Breakout Workshop A 1:45—3:00pm “Shredding the Traditional Performance Review System—Putting your Team Members in Charge” Kristine Hackbarth-Horn, SPHR, CCP, Chief Operating Officer of People, Goodwill North Central Wisconsin. What do we generally know about a traditional performance review system? Join this session to understand why moving away from a pay for performance system and moving to growth and development plans has made all the difference in our people and our culture. Kristine has over 19 years of HR management and leadership experience.

Afternoon Breakout Workshop B 1:45—3:00pm “Conflict Management/Negotiation: Practical Leadership Skills” During this workshop you will have an opportunity to assess your own conflict management style and to understand how to collaborate most effectively in order to achieve results. Kathleen Reegan, Consultant & Adaire Peterson, Managing Partner, Organizational Concepts International, LLC. Kathleen is a consultant for Selection practice and works with clients to retain top talent and improve selection processes.

Please visit the “Events” tab on the BHRA website to access the BHRA Seminar Registration Form.

www.bhraonline.org

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Tuesday, February 10th

JCHRMA 2009 Winter Seminar

**Last Day
to
Register!**

The Jefferson County Human Resource Management Association (JCHRMA) is one of 17 Wisconsin Associations that promotes professional Human Resources Management practices in employer organizations. Briefly, the purpose of our Chapter is to provide a local forum for your personal and professional development and to provide you with a network of professionals working in your geographic circle.

As a community leader you are invited to attend our winter event on Tuesday, February 10, 2009 at Comfort Suites, 725 Paradise Lane, Johnson Creek, WI. Directions may be obtained by calling the Comfort Suites at (920) 699-2800. This is a half day program you will not want to miss! You're welcome to invite a co-worker or other individuals you think may benefit from these professional presentations. *As a community event, the reduced charge is \$40.00 per person – a real value in relationship to what you'll take back to your organization.* Please direct your questions about the program to Pat McCarthy, Programming Chair, at (262) 641-1060 or Lynn Lapp, President, at (920) 206-0455.

Three presentations for the price of one! The first presentation will be on "Investing in Human Capital". This presentation will focus on Human Asset Management and retention strategies to avoid turnover. You will learn proven methods to help your organization maximize your investment in people while assisting individuals to achieve their full potential. We have invited Mike Milstead from Right Management to come and speak on retention. Mike is Vice President of Client Services Consulting of Right Management. He has eleven years experience in the area of business consulting projects and solution sales. He is accomplished in strategy development, recruiting, and screening sales forces.

The second and third presentation will be on two significant legal developments, "Critical Changes to the ADA and FMLA". Bob Gregg and Jennifer Mirus from the Boardman Law Firm in Madison will present the revisions to the ADA and FMLA rules. The ADA presentation will review how the new law broadens the definition of "disability" under the ADA and overturns several Supreme Court cases. Employers, HR professionals and anyone else who deals with employee issues can no longer rely on stale knowledge and must be aware of the ADA's new parameters. The FMLA presentation will provide a detailed review of how the new rules affect your FMLA administration and pitfalls to avoid. The new rules have a direct impact on many major steps in FMLA administration

Mr. Gregg has been professionally involved in Employment Relations and Civil Rights work for more than 30 years. His main emphasis is helping employers achieve enhanced productivity, creating positive work environments, and resolving employment problems before they generate lawsuits. He litigates and serves as an expert witness in employment cases and has conducted over 2,000 seminars throughout the United States. Ms. Mirus is a partner in the Labor and Employment Law Practice Group of Boardman Law Firm. She represents clients in all aspects of employment relations and conducts workplace investigations and regularly conducts human resources and management training for clients of all sizes.

Investing in Human Capital

Registration and Full Breakfast: 7:30am – 8:00am
Program: 8:00am – 9:15am

ADA and FMLA Revisions

Registration: 9:15am – 9:30am (continental breakfast)
Program: 9:30am – 12:00pm

Advance registration is necessary. Don't delay! Please RSVP to Connie Wanke no later than Friday, January 30, 2009. Checks may be made payable to JCHRMA and mailed to the following address:
JCHRMA, P.O. Box 307, Watertown, WI 53094; Phone (920) 261-8444, Fax (920) 261-8454

- I plan to attend all presentations
- I plan to attend the Investing in Human Capital presentation only
- I plan to attend the ADA and FMLA revisions presentation only

NAME _____
COMPANY _____ PHONE _____
GUEST _____

The program sponsor will be Jeff Severson of ECI Electronics.

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2009 WAGE & BENEFIT SURVEY



Co-sponsored by:

Blackhawk Human Resource Association (BHRA)
Rock County Development Alliance
Alliant Energy
Forward Janesville
The Greater Beloit Chamber of Commerce

You are invited to participate in the 2009 Wage & Benefit Survey. The survey will provide you with current information on the pay rates of a wide variety of jobs and the fringe benefit practices of employers in the greater Rock County area. Individual company responses will remain confidential; only aggregate data will be reported. As a participant in the survey, the results of this valuable wage and benefit information will be made available to you at no cost.

Astron Solutions, a New York firm providing human resources consulting services, has been contracted to administer this survey. The survey, which is being delivered to you in convenient Excel spreadsheet format, is available by following these simple steps:

1. Click on the link to the BHRA web site: www.bhraonline.org. If you have questions regarding access to the survey, contact Cindy Harrington, BHRA Board Member, at 608-754-8148 or cindy.harrington@na.manpower.com.
2. On the homepage of the website there will be link for "2009 Wage/Benefit Survey." In addition, you can access the file by clicking on the "News" tab at the top of the home page, current news, and click on "2009 Wage/Benefit Survey." This will open the Excel spreadsheet. (The file will open in versions of Excel 97 and newer.)
3. From the File Download window, click on "Save" and save to your computer. (You must save the survey as a file on your computer.) This will allow you to work on it as *your* time permits. As you work on entering data for the survey, you will continue to save it to your computer until you are ready to submit the completed survey. **Do not complete the survey on BHRA's website – otherwise your work will be lost.**
4. When you have completed the survey, submit the file by e-mail attachment directly to Astron Solutions at surveys@astronsolutions.com. Please make sure to include "BHRA Survey" within the subject text box. After you submit your survey, you will receive an auto reply from Astron's mailbox. If you do not receive an auto reply, please call Astron to confirm receipt of your survey.
5. Questions regarding the survey should be directed to Jennifer Loftus, Astron Solutions, at 800-520-3889, ext. 105, or Nicholas Karras, Astron Solutions, at 800-520-3889 x109.

The survey submission deadline is February 27, 2009.

Your participation is important and we greatly appreciate your cooperation in completing the 2009 Wage & Benefit Survey. The survey report will be distributed to you on-line in Adobe Acrobat format. If you choose not to participate in the survey, the report will be made available at a cost of \$50 per copy for member organizations.

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2009 SHRM Annual Conference and Exposition

Start making plans to attend the 61st Annual Conference in New Orleans June 28-July 1, 2009 The SHRM Annual Conference & Exposition is a chance for you to gather with some of the greatest minds in human resources, academia, business, globalization and leadership. Learn real strategies and techniques for improving your work and your workplace.

Visit the web address below for more information:

<http://www.shrm.org/conferences/annual/>

To enhance your experience at the conference and in New Orleans, please join your fellow SHRM members from Wisconsin at the official hotel of the Wisconsin SHRM Delegation, the Omni Royal Orleans. To reserve a room at the Omni Royal Orleans for the special \$189/night rate, please contact the WI SHRM office at 608-204-9827 to receive the reservation form.

We are also pleased to announce that the Badger Bash, a premier networking event for attendees from Wisconsin, will be on the evening of June 29, 2009. Location and time to follow in early 2009!!

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HR Games—Volunteers Needed

The Student Conference/HRGames will be held at UW-Madison on February 20 and 21st. The HRGames is a Jeopardy style competition and we need HR professionals to serve as judges, timekeepers, question readers, and scorekeepers. Times needed would be from 5pm to 9pm on Friday or 12pm-2pm on Saturday. For more information contact Jenny Lowe at jlowe@imperialsupplies.com.

Visit the “Events” tab on www.bhraonline.org to access the agenda and registration form for the HR Games

Looking for
Volunteers!!!

Workforce Readiness: Parkview High School Partnership

Are you looking for an opportunity to join a committee that works towards bringing workforce readiness to high school students? Are you looking to make an impact?

If you are, look no further! Parkview High School has formed a committee comprised of faculty and HR Professionals to help create workforce readiness activities for high school students throughout the year. Here is a quick summary of the events that have been held for students since the committee has been formed in late 2007.

In April of 2008, Parkview held their first ever Career Day for their Juniors and Seniors. Area HR Professionals volunteered their time to teach students such topics as: Soft Skills, Application and Resume Writing and Interviewing Skills. The event was a huge success and well taken by students!

The most recent event the Parkview High School Committee has coordinated is a program called “Show Me the Money” which will take place at Parkview High School on February 6, 2009. Students will begin their day by being assigned a profession and salary. From there they will receive their own checkbook and will go from station to station to purchase the following: primary residence, transportation, groceries, child care, etc. Along the way, students will be thrown obstacles such as: divorce, speeding tickets, fire, etc. They are responsible for managing their money so that they can afford the expenses that are dealt to them. If they fall short, they will need to sell some of their assets to afford their debt.

The Parkview Partnership committee is extremely excited about the programs and opportunities that have been offered to their students thus far. Currently we are looking for new volunteers to join our committee and help us come up with new ideas for future programs. Our ultimate goal is to gain enough interest from area businesses to hold Parkview’s first Career Expo. The committee meets the first Wednesday of every month at Parkview High School from 3:30pm—4:30pm. Please contact Nicole Larson-Bushey if you are interested in joining, nicolelarson-bushey@freedomplastics.com.

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HRCI

Chapter Notification Link

It is with great pleasure that we announce that beginning 1/5/09 any certified individual may go into their online profile with the HR Certification Institute and notify their chapter of their certification by going to the *"chapter notification link."*

The original intent was to allow "newly certified" individuals to notify their chapter. However, we felt that this notification did not just have to be for newly certified individuals, but may be a good way for chapters to get accurate information of the certified professionals within their chapter for their records. We thought chapters could send an email out to all chapter members directing them to this new link in their online profiles, "chapter notification request."

At the beginning of each month, we will send out an Excel report to the chapter and certification chair on record with SHRM with the following information on it. Each month we will download a new list from SHRM to ensure that we are sending the data to the most current contact that SHRM has on file.

*Full name

*Type of designation

*Certified since date

The first report will be sent out during the first week of February and every first week of the month after that. Again, it is important to remember that the individual is the one who is initiating this notification. The list will NOT include every certified individual in the chapter, only the ones who have requested the chapter be notified during the previous month and who are currently certified.

The availability of this new feature will be communicated to "newly certified" professionals on their score report letter.

We are hoping that this will assist your chapters with their certification/recertification goals.

Congratulations

Jennifer Duarte, Prent, passed her PHR exam in the month of January. Congratulations
Jennifer!



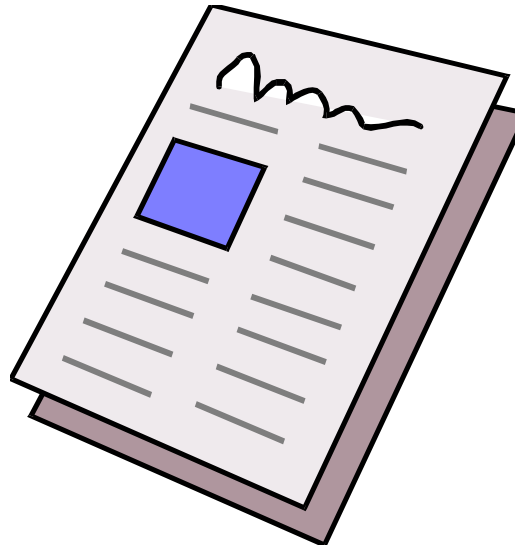
Other Contact information:

Wisconsin SHRM
www.wishrm.org

National SHRM
www.shrm.org

HR Certification Institute
www.hrci.org

HR Voice
<http://www.shrm.org/government/hrvoice>



Stay Tuned for
the March 2009
BHRA Newslet-
ter!

Next Month's Issue of The Source:

If you know a human resource professional that would be interested in joining our association, please spread the word! We can all benefit from each other's experience!

If you have anything you would like to submit or suggestions for the BHRA Newsletter, please let us know!

Contact Information:

Nicole Larson-Bushey at Freedom Plastics, Inc. at (608)754-2710 Ext. 1279 or email nicolelarson-bushey@freedomplastics.com.